

**FLATHEAD COUNTY BENEFITS**  
**FOR ELIGIBLE FULL TIME OR PART TIME (20+hrs/wk) EMPLOYEES**  
**DURING PLAN YEAR 2023-2024**

**Health Insurance:**

Coverage begins the first day of the month following 30 days of hire.

Employees have a choice between a Traditional Health Plan, and a High Deductible Health Plan paired with a Health Savings Account. Flathead County contributes up to \$125 per month (pro-rated based on compensated hours) towards the Health Savings Account.

Both plans include dental and vision coverage.

**Premiums Per Bi-Weekly Pay Day:**

7/1/2023 to 6/30/2024	Traditional	HDHP/H.S.A.
Self Only	\$9.23	\$0.00
Self & Spouse	\$101.54	\$69.23
Self & 1 Child	\$23.08	\$4.62
Self & 2 or more Children	\$36.92	\$9.23
Family 1 (Self, Spouse, & 1 Child)	\$115.38	\$73.85
Family 2 (Self, Spouse & 2+ Children)	\$129.23	\$78.46
Additional deduction for each hour under 80 in a payroll	\$5.91	\$5.19

**Life Insurance:**

\$10,000 Group Life and AD&D at no charge to the employee

Option to purchase additional life insurance

**Long Term Disability Insurance**

At no charge to the employee (Seasonal Not Eligible)

Option to purchase additional coverage through Aflac

**Retirement:**

Montana Public Employee Retirement System (PERS)

Mandatory membership for employees working more than 960 per fiscal year

7.9% required pre-tax contribution of gross wages from employee

8.97% match from County / 0.10% match from State

Vested after 5 Years Membership

2 plans to choose from: Defined Benefit or Defined Contribution

\*\*Option to contribute more towards retirement through a 457 plan (Valic or Lord Abbett).

**Flex Plan:**

Pre-Tax Health Insurance Premiums

Medical Spending Account, Maximum Annual Contribution - \$3,3050 (Seasonal Not Eligible)

Dependent Care Spending Account, Maximum Annual Contribution - \$5,000 (Seasonal Not Eligible)

**Supplemental Insurance:**

Variety of plans offered through Aflac

Travelers Car & Home Insurance

Free Employee Assistance Plan

**Vacation:**

Starts to accrue from 1<sup>st</sup> pay period, eligible to use after 6 months

(Pro-rated based on hours worked):

0-10 years of employment – 15 vacation days per year

10-15 years of employment – 18 vacation days per year

15-20 years of employment – 21 vacation days per year

20+ years of employment – 24 vacation days per year

**Sick:**

Starts to accrue from 1<sup>st</sup> pay period, eligible to use after 90 days

12 sick days per year (Pro-rated based on hours worked)